

MINISTRY OF SHIPPING**(Ports Wing)****NOTIFICATION***New Delhi, the 28th October, 2010*

G.S.R. 862(E).—In exercise of the Powers conferred by sub-section (1) of section 124, read with sub-section (1) of section 132 of the Major Port Trusts Act, 1963 (38 of 1963), the Central Government hereby approves the Cochin Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2010 made by the Board of Trustees of Cochin Port Trust as set out in the Schedule annexed to this Notification.

2. The said Regulations shall come into effect from the date of publication of this Notification in the Official Gazette.

[F. No. PR-12012/7/2006-PE. I]

RAKESH SRIVASTAVA,
Jt. Secy.

SCHEDULE**COCHIN PORT TRUST**

**THE COCHIN PORT TRUST EMPLOYEES (RECRUITMENT, SENIORITY AND PROMOTION)
REGULATIONS, 2010**

In exercise of powers conferred by section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Cochin Port with the approval of the Central Government as required under Sub-Section (1) of Section 124 of the said Act, hereby frames the revised Regulations of Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2010.

1. (i) These Regulations may be called the Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2010.
- (ii) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of Major Port Trusts Act, 1963 in the Gazette of India.

2. In the schedule to the Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2010, the following entries shall be included.

SCHEDULE

Recruitment Rules of 70 categories of Class-I cadre.

Foot-Note:—The existing recruitment rules in respect of Class-II, III and IV employees will be in force for recruitment till the Cadre Restructuring of the above is completed and published in the Gazette of India.

SCHEDULE**COCHIN PORT TRUST**

THE COCHIN PORT TRUST EMPLOYEES (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2010

In exercise of the powers conferred by Section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Cochin Port hereby makes the following regulations, namely

1. Short Title and Commencement

- (i) These Regulations may be called the Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2010.
- (ii) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of Major Port Trusts Act, 1963 in the Gazette of India.

2. Application

These regulations shall apply to all posts created under Section 27 of the Act under the Board, including those covered by clause (a) of sub-section (1) of section 24 of the Act.

3. Definition

In these regulations, unless the context otherwise requires

- (a) "Act" means the Major Port Trusts Act, 1963 (38 of 1963).
- (b) "Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.
- (c) "Appointing Authority" in relation to any grade or post means the authority empowered under the Cochin Port Trust Employees (Classification, Control and Appeal) Regulations 1964, to make appointment to that grade or post.
- (d) "Board", "Chairman", "Deputy Chairman" and "Head of Department" have the meaning respectively assigned to them under the Act.
- (e) "Class I Posts", "Class II Posts", "Class-III posts" and "Class-IV posts" shall have the same meaning as assigned to them in Regulation 6 of the Port Trust Employees (Classification, Control and Appeal) Regulations, 1964.
- (f) "Departmental Promotion Committee" means a Committee constituted from time to time under regulation 26 for the purpose of making recommendation for promotion to or confirmation in any grade or post.
- (g) "Direct Recruit" means a person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.
- (h) "Employee" means an employee of the Board.
- (i) "Grade" means any of the grades specified in the Schedule or Employees prepared and sanctioned under Section 23 of the Act.
- (j) "Lien" means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

Provided that the title to hold a regular post shall be subject to the condition that the junior most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.

- (k) "Permanent Employee" means an employee who has been substantively appointed to a permanent post.
- (l) "Schedule" means the Schedule appended to these regulations.
- (m) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.
- (n) "Select List" in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.
- (o) "Selection Post" means a post declared as such under regulation 5 of these regulations.
- (p) "Services Selection Committee" means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.
- (q) "Temporary Employee" means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.

4. Manner of Appointment

All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment. Deputation will be of employees from the Major Ports, Central Govt., State Govts., autonomous bodies, Govt., Companies fulfilling the criteria of eligibility prescribed for the post. The normal period of deputation is 3 years which is extendable to four years. In exceptional circumstances, this can be extended to five years.

Provided that the appointment in respect of posts treated as Heads of Department and posts one level below the HOD, all the vacancies shall be filled by 'Composite method of recruitment' i.e. through promotion/transfer/deputation on absorption basis failing which deputation and failing both by direct recruitment. The promotion/transfer/on absorption will be from the officers from Major Port Trusts fulfilling the criteria of eligibility prescribed in the schedule annexed to the regulation.

5. Schedules

The manner of appointment ie. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualification, age, education, training, requirements of experience, classification of posts as selection posts or—non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of section 23 of the Major Port Trusts Act, 1963. This strength is liable to change from time to time under the provisions of section 27 of the Major Port Trusts Act, 1963. The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 12 of the schedule.

Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HODs and by Chairman in all other cases for reasons to be recorded in writing for direct recruitment/absorption/deputation as under:—

- (i) Upto 5 years where the minimum experience prescribed is 10 years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years.
- (ii) in the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, up to the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy; and
- (iii) In the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or Other Backward Classes in accordance with such orders as the Central Government may issue from time to time in this regard.

Provided further that the requirement of experience is relaxable at the discretion of the Central Govt. in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if at any stage of selection the Central Govt. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

6. Roster of Vacancies

A roster shall be maintained for each grade to show whether particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct recruitment cannot be filled by direct recruitment, it may be filled by promotion and the next vacancy shall be filled by direct recruitment. Similar practice can be followed in the case of a vacancy reserved for promotion but cannot be filled by promotion method.

7. Reservation

- (1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled Castes and the Scheduled Tribes shall apply *mutatis mutandis* to all appointments covered by these regulations.
- (2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of other backward classes, ex-servicemen and dependants of those killed in action, sportsmen and physically handicapped persons shall also apply *mutatis mutandis* to appointments covered by these regulations and to which direct recruitment is made.

8. Nationality, Character, Physical Fitness etc. for Direct Recruitment

- (1) In order to be eligible for direct recruitment to any grade or post, a candidate must be—
 - (a) a Citizen of India; or
 - (b) a subject of Nepal; or
 - (c) a subject of Bhutan; or

- (d) A Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or
- (e) A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairman may, from time to time require. Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India;

Provided also that a candidate in whose case the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary certificate in his favour from the Central Government, as the case may be. In such cases the provisional appointment shall not exceed a period of one year.

- (2) The Chairman may, with the prior approval of the Central Government modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.
- (3) No person.
 - (a) Who has entered into or contracted a marriage with person having a spouse living; or
 - (b) Who having a spouse living, has entered into or contracted a marriage with any person.

Shall be eligible for appointment to any grade or post to which these regulations apply.;

Provided that the Central Govt. in case of HODs and Chairman in all other cases may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub regulation.

- (4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to a grade or post.
- (5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Chairman in all other cases may specify, is found not to satisfy those requirements shall not be appointed.
- (6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. in case of HODs and Chairman in all other cases.

9. Eligibility of Existing Employees for Direct Recruitment

When the posts required to be filled by direct recruitment are advertised, employees already in service may also apply, provided they possess the prescribed qualifications and experience. Age limit in such cases will not apply.

10. Advertisement of vacancies

- (1) Vacancies of Class-III and Class-IV posts to be filled by direct recruitment shall be notified to the local employment Exchange. In case sufficient number of eligible and suitable candidates are not available, the vacancies be advertised in Newspapers published within the State. Class-I and Class-II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News.
- (2) The crucial date for determining the qualification, experience and age shall be the first day of the month in which the post is notified/advertised unless otherwise specified.

11. Conduct of Written or Skill Tests in Certain Cases

The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officer who should hold the said test and the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

12. Services Selection Committee:—

- (1) There shall be a Service Selection Committee for each grade or post, as mentioned in sub regulation (2) to conduct interviews of eligible candidates for making selection of candidates for appointment to different posts by direct recruitment.
- (2) The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely:

(a) For HODs

Joint Secretary (Ports) of the Ministry of Shipping	—	Chairman
Chairman of the Port	—	Member
Any other Port Chairman or an Officer having wide experience in the field to be nominated by the Ministry of Shipping	—	Member
Representative of SC/ST & OBCs nominated by the Ministry of Shipping	—	Member

(b) For Class I Posts

(i) Chairman	—	Chairman
(ii) Deputy Chairman	—	Member
(iii) HOD in charge of the Department in which the vacancy occurs	—	Member
(iv) HOD in charge of the Personnel	—	Member
(v) Representative of SC/ST & OBCs nominated by the Chairman	—	Member

(c) For Class II Posts

(i) Deputy Chairman	—	Chairman
(ii) Head of the Department in which the vacancy arises	—	Member
(iii) Head of Department in charge of Personnel	—	Member
(iv) Representative of SC/ST & OBCs nominated by the Chairman	—	Member

(d) For Class-III and Class-IV Posts (Common Categories)

(i) Deputy Chairman or in his absence, HOD Nominated by the Chairman of the Board	—	Chairman
(ii) HOD in charge of Personnel	—	Member
(iii) A senior Officer in the grade not below ` 16000-400-20800 to be nominated by the Chairman	—	Member
(iv) Representative of SC/ST & OBCs nominated by the Chairman	—	Member

(e) For Class-III and Class-IV Posts (Uncommon Categories)

(i) HOD, where the vacancy arises	—	Chairman
(ii) HOD in charge of Personnel	—	Member
(iii) A senior officer of the concerned Division in the Grade not below ` 16000-400-20800 to be nominated by the Chairman	—	Member
(iv) Representative of SC/ST & OBCs nominated by the Chairman	—	Member

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another officer of appropriate level in his place to attend the meeting.

- (3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairman in each case.

13. Select List

The Services Selection Committee may recommend, in the order of merit, as adjudged by it, the names of the selected candidates to be kept on a select list for consideration of appointment to posts earmarked for direct recruits. Such a list shall be deemed to be valid for a period of 12 months from the date on which the list is approved by the Appointing Authority. It is open to the Appointing Authority to extend the validity of the list for a period not exceeding six months or until a fresh select list is approved whichever is earlier.

14. Consideration of Recommendations of Services Selection Committee and Ad hoc Appointments

All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the concerned Services Selection Committee.

Provided that it shall be open to the Appointing Authority, for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee.

Provided further that where the Appointing Authority is an authority subordinate to the Chairman and the authority disagrees with such recommendations in any case, it shall record its reasons for such disagreement and submit the case to the Chairman who shall decide the same.

Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairman may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that:

- (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to a temporary post will not exceed the tenure of the post.
- (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

15. Canvassing Support a Disqualification

Any endeavor on the part of a person to canvass support by direct or indirect method for appointment to a post or for promotion to a higher post shall disqualify him for the appointment or promotion.

16. Suppression of Facts a Disqualification

Any candidate who is found to have knowingly furnished any particulars which are false or have suppressed material information of a character, which if known would ordinarily have debarred him from getting an appointment to a grade or post, is liable to be disqualified, and, if appointed, to be dismissed from service.

17. Cancellation of Appointment Order

If a candidate selected for the post earmarked for direct recruits fails to join duty within the date mentioned in the offer of appointment and where no such date is mentioned, within 30 days of the date of issue of the offer of appointment or within such extended period as the Appointing Authority may agree, the offer of appointment shall be deemed to have been cancelled.

18. Payment of Travelling Allowance for Attending Interview

In the case of posts filled by direct recruitment, all journeys which the candidates (including persons already in the service of the Board) may have to perform for the purpose of written and practical tests or interviews shall be at their own cost. However, candidates belonging to Scheduled Castes or the Scheduled Tribes called for written or trade tests or interview shall be granted travelling allowance as per orders in this regard issued by the Central Government from time to time.

19. Probation Period

- (1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of HODs and Dy. HODs carrying the scales of pay of ` 16000-400-20800 and above.

Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority.

Provided that, when the appointment is made by the direct recruitment and the post carries a scale of pay, the maximum of which does not exceed ` 11,975, the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointment by promotion within Class-III and Class-IV grades.

Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post.

- (2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year.
- (3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

20. Confirmation of Employees on Probation

(1) General

- (i) Confirmation will be made only once in the service of an employee which will be in the entry grade.
- (ii) Confirmation is delinked from the availability of permanent vacancy in the grade. In other words an officer who has successfully completed the probation may be considered for confirmation.

(2) Confirmation in the grade to which initially recruited

- (i) As at present, the appointee should satisfactorily complete the probation.
- (ii) The case will be placed before DPC (for confirmation).
- (iii) A specific order of confirmation will be issued when the case is cleared from all angles.

(3) On promotion

- (i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have.
- (ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If, work of the officer has not been satisfactory or needs to be watched for some more time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be.

Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

Confirmation of probationers : A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e., ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make severe efforts at self improvement.

In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

21. Discharge or reversion of Employees on Probation

- (1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in Regulation 19, he shall be discharged from the service of the Board.
- (2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under Regulation 19 to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien.
- (3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be discharged from service at any time if he has no lien on any post or reverted to the post in which he holds a lien.

22. Departmental Test for Promotion, Confirmation in Certain Cases :

The Chairman may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of a qualifying departmental test, if any. The Chairman may also specify, from time to time, the details of the qualifying departmental test such as the procedure for holding the test, the syllabus for the test, the intervals at which the test shall be held, the maximum period within which the test shall be passed by the candidates, etc.

23. Reversion due to Failure in Departmental test

An employee promoted to a post shall pass such qualifying departmental test, if any, as may be specified by the Chairman from time to time, within such period, as may be specified by him failing which the employee shall be reverted. When the passing of a test is specified as a condition precedent to promotion to a higher post, no employee shall be considered for promotion to such a post, until he passes the prescribed test.

24. Seniority List

An up-to-date gradation list indicating the inter-se seniority of the employees shall be maintained for each grade. The list shall indicate separately the permanent and temporary employees in each grade. The list shall be circulated every year.

25. Fixation of Seniority

- (1) The seniority of persons directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter-se seniority according to rotation of vacancies between direct recruits and promotees which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per Regulation 6, the seniority will be as per the mode of filling up.
- (2) Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.
- (3) Persons appointed against promotion quota of vacancies shall be ranked inter-se according to the order in which they are approved for promotion by the Departmental Promotion Committee.
- (4) Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulations shall remain unaffected.

26. Departmental Promotion Committee

- (1) There shall be a Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different posts by promotion in accordance with these regulations.
- (2) The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulations 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

27. Field of Selection for Promotion

- (1) Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.
- (2) The following procedure shall be observed while recommending employees for promotion through selection method :
 - (a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as 'fit' or 'unfit' only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those Officers who are graded as 'unfit' by the DPC shall not be included in the select list.
 - (b) The Departmental Promotion Committee shall also consider the cases of eligible employees who are on foreign service or on study leave.
 - (c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Govt. servants shall mutatis mutandis apply.

Note:—For absorption to the post carrying pay scale of ` 16000-400-20800 and above and for which composite method of recruitment is adopted, the benchmark in the overall grading shall be 'Very Good'. In all other cases, the benchmark shall be "Good".

- (3) For promotion to non-selection posts, where no benchmark is specified, the criteria for selection shall be seniority-cum-fitness.

28. Ad hoc Appointments

In case of immediate necessity when a panel recommended by the Departmental Promotion Committee has been used up, the appointing authority may make a purely ad-hoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post up to a period of six months at a time and not exceeding one year or till a new panel is recommended by the Departmental Promotion Committee whichever is earlier. The ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

29. Compassionate Appointments

Notwithstanding anything contained in these regulations, the Chairman may dispense with the normal procedure of recruitment prescribed in these regulations and appoint to a Class-III or Class-IV post the legitimate son or daughter or the surviving spouse of an employee of the Board, who dies while in service, if the person to be so appointed possesses the prescribed qualifications and experience and is otherwise found suitable.

30. Interpretation

In the application of these Regulations all the instructions of the Central Government as amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by the Central Government which cover matters not specifically covered will be followed.

Where a doubt arises as to the interpretation of any of these Regulations, the matter shall be referred to the Chairman for a decision.

31. Repeal and Savings

All the regulations, procedures, practices, and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed.

Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

COCHIN PORT TRUST

Sl. No.	Name of post	No. of posts	Classification	Scale of Pay ()	Whether selection or non-selection	Upper Age limit for direct recruitment (in yrs)	Educational and other Qualifications prescribed for direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation, (in yrs.)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	(12)	(13)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Secretary Gr. I	1	Class I	9100-250-15100	Selection	30	<p>Essential:-</p> <p>(i) A Degree from a recognized university.</p> <p>Desirable</p> <p>(i) Post Graduate Degree/Diploma in Personnel Management/Industrial Relations/Social Work/Labour Welfare or allied subjects or Degree in Law from recognized University/Institution</p> <p>(ii) Two years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial / Commercial/Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	<p>Up to 21st August 2012 By Direct Recruitment -33 1/3 % By Promotion 66 2/3% After 21st Aug. 2012 By Direct Recruitment -66 2/3 % By Promotion -33 1/3%</p>	<p>Promotion from Assistant Secretary Gr. II/ Assistant Secretary (Jr.)/Dy. Chief Accountant (Sr.)-II in the scale of pay of ` 8600-14600 with three years regular service in the grade. OR From Class-III employees in the scale of pay of ` 6170-11975 in the respective discipline of General Admn./Finance Dept. with 5 years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.</p>	<p>Existing post of Assistant Secretary (Sr.) in the scale of pay of ` 9100-15100 redesignated as Asst. Secretary Gr. I.</p>

2	Senior Assistant Secretary	1	Class I 10750-300-16750	Selection	35 <i>Essential:</i> (i) A Degree from a recognized University. (ii) 5 years experience in Executive cadre in the field of Gen. Admn., Personnel, Industrial Relations etc. in an Industrial/Commercial/Govt. Undertaking <i>Desirable:</i> Post Graduate Degree/Diploma in Personnel Management / Industrial Relations/Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution.	(a) No (b) Yes (c) No	Two	By Promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Asst. Secretary Gr. I/Asst. Secretary Gr. I (O.L)/Law Officer Gr. I in the pay scale of ` 9100-15100 with five years regular service in the grade failing which Asst. Secretary Gr. I/Asst. Secretary Gr. I (O.L)/Law Officer Gr. I, in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay ` 9100-15100 and ` 8600-14600 in the respective discipline of Genl. Admn. Deptt. Absorption/deputation will be of Officers holding analogous posts or post of Asst. Secretary Gr. I Asst. Secretary Gr. I (O.L)/Law Officer Gr. I, in the scale of pay of ` 9100-15100 with five years regular service in the grade in a Major Port Trust.
3	Deputy Secretary	1	Class I 13000-350-18250	Selection	40 <i>Essential:</i> (i) A Degree from a recognized University. (ii) Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/Commercial/Govt. Undertaking	(a) No (b) Yes (c) No	Two	By Promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Senior Asst. Secretary/Senior Asst. Secretary (PR)/Sr. Welfare Officer/Sr. Asst. Estate Manager in the scale of pay of ` 10750-16750 with four years regular service in the grade failing which Senior Asst. Secretary/Senior Asst. Secretary (PR)/Sr. Welfare Officer/Sr. Asst. Estate Manager in the pay scale of ` 10750-16750 with two years regular service in the grade and a combined regular

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<p><i>Desirable:</i></p> <p>Post Graduate Degree/ Diploma in Personnel Management/ Industrial Relations/ Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution</p>				<p>service of nine years in the scale of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of General Administration Department. Absorption/ Deputation will be of officers holding analogous posts or post of Senior Asst. Secretary/Senior Asst. Secretary (PR)/Sr. Welfare Officer/Sr. Asst. Estate Manager in the scale of pay of ` 10750-16750 with four years regular service in the grade in a Major Port Trust.</p>	
4	Senior Deputy Secretary	1	Class I	16000- 400- 20800	Selection	42	<p><i>Essential:</i></p> <p>(i) A Degree from a recognized univer- sity.</p> <p>(ii) 12 years experience in executive cadre in the field of General Admini- stration, Personnel, Industrial Relations etc. in an Industrial/ Commercial Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	NA	<p>By absorption through compo- site method failing by deputation from other Govt. organisa- tions and failing both by direct recruitment</p>	<p>For absorption through composite method, Officers holding analogous posts or the post of Dy. Secretary and equivalent posts in the respective discipline of General Admn. Dept. in the scale of pay of ` 13000-18250 with three years regular service in the grade in a Major Port Trust. OR Dy. Secretary and equivalent posts in respective discipline of General Admn. Dept. with two years regular service in the grade AND a combined regular service of seven years in the scales of pay of ` 10750-16750 and ` 13000-18250 in the respective discipline of the General Admn. Dept. in a</p>	
							<p><i>Desirable:</i></p> <p>Post Graduate Degree/ Diploma in Personnel Management/Industrial Relations/Social Work/ Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution.</p>					

major Port Trust will be eligible. For deputation, Officers holding analogous posts or post of Dy. Secretary and equivalent posts in the respective discipline of General Admn. Dept. in the pay scale of ` 13000-18250 in Govt./Semi Govt./PSUs or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".

5	Secretary (Category II Ports)	1	Class I HOD	18500- 450- 23900	Selection 45	<i>Essential:</i> (i) A Degree from a r e c o g n i z e d university. (ii) 15 years experience in executive cadre in the field of General Admini- stration, Personnel, Industrial Relations etc. in an Industrial/ C o m m e r c i a l / Govt.Undertaking. <i>Desirable:</i> Post Graduate Degree/ Diploma in Personnel Management/Industrial Relations/Social Work/ Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution	(a) No (b) Yes (c) No	NA	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or Officers holding posts in the scale of pay ` 17500-22300 with two years regular service in the grade or Officers holding post in the scale of pay of ` 16000-20800 with three years regular service in the grade in the GAD/Human Resources Development Department of a Major Port Trust will be eligible. For Deputation, Officers holding analogous posts or post of Senior Deputy Secretary and equivalent posts in the GAD/HRD in the scale of pay of ` 16000-20800 and above
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
												with three years regular service in the grade in Govt./Semi Govt./PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".
6	P. S. to Chairman	1	Class I	9100-250-15100	Selection	30	Essential: (i) A Degree from a recognized University. (ii) Proficiency in Stenography and Typewriting with a speed of 120/40 wpm respectively. (iii) Knowledge of Computer Application. (iv) Five years experience as Stenographer/PA in an Industrial or Commercial Govt. Undertaking.	(a) No (b) No (c) No	2 years	By promotion failing which by absorption/deputation, failing both by direct recruitment	Promotion from PA to HOD/PS to Dy. Chairman in the scale of pay of ` 8600-14600 with three years regular service in the grade. Absorption/Deputation will be of officers holding analogous post or feeder post with three years regular service in the grade in a Major Port.	
7	Senior P. S. to Chairman	1	Class I	10750-300-16750	Selection	35	Essential: (i) A Degree from a recognized University. (ii) Proficiency in Stenography and Typewriting with a speed of 120/40 wpm respectively.	(a) No (b) Yes (c) No	2 years	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from P.S to Dy. Chairman/P. S. to Chairman in the pay scale of ` 9100-15100 with five years regular service in the grade failing which from P.S to Dy. Chairman/P. S. to Chairman with two years	

regular service in the scale of pay ` 9100-15100 and a combined regular service of eight years in the scales of pay ` 9100-15100 and ` 8600-14600.
Absorption/Deputation will be of officers holding analogous post or feeder post with five years regular service in the grade in a Major Port.

- (iii) Knowledge of Computer Application.
(iv) Eight years experience as Stenographer/P.A in an Industrial/Commercial/Govt. undertaking.

8	Welfare Officer	1	Class I	9100-250-15100	Selection	30	<i>Essential:</i> (i) A Degree from a recognized University. (ii) Degree/Diploma in Social Science from a recognized University/Institution (iii) Knowledge of Local Language. <i>Desirable:</i> Two years experience as a Labour Welfare Officer/Industrial Relations Officer in an Industrial/Commercial/Govt. undertaking.	(a) No (b) Yes (c) No	Two	<i>Up to 2012</i> By Direct Recruitment -33 1/3 % By Promotion -66 2/3%. <i>After 2012 Aug.2012</i> By Direct Recruitment 66 2/3 % By Promotion 33 1/3% <i>Note:</i> Promotion. will be on the basis of a written test and a viva voce.	Promotion from Asst. Welfare Officer/Sports Officer in the scale of pay of ` 8600-14600 with three years regular service in the grade OR from Class-III employees in the scale of pay of ` 6100-11975 in the respective discipline of Pers. & I. R. Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.
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9	Sr. Welfare Officer	1	Class I	10750-300-16750	Selection	35	<i>Essential:</i> (i) A Degree from a recognized University. (ii) Degree/Diploma in Social Science from a recognized University/Institution	(a) No (b) Yes (c) No	Two	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Welfare Officer in the scale of pay of ` 9100-15100 with five years regular service in the grade failing which Welfare Officer in the scale of pay ` 9100-15100 with two years regular service in the grade and a combined	Existing post of Industrial Relations Officer in the pay scale of ` 10750-300-16750 is redesignated as Sr. Welfare Officer
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							(iii) 5 years experience as a Labour Welfare Officer/Industrial Relations Officer in an Industrial/Commercial/Govt. Undertaking				regular service of eight years in the scale of pay of ` 9100-15100 and ` 8600-14600 in the respective discipline of Pers. & I.R. Divn. Absorption/officers holding analogous posts of Welfare Officer or equivalent in the respective discipline of Pers. & I.R. Divn. in the scale of ` 9100-15100 with five years regular service in the grade in a Major Port Trust.	
							(iv) Knowledge of Local Language.					
10	Assistant Estate Manager Grade I	1	Class I	9100-250-15100	Selection	30	<p><i>Essential:</i></p> <p>(i) Degree with a Post Graduate Degree/Diploma in Architecture/Town and Country Planning or Degree in Civil Engg. from a recognised University/Institution or Corporate Membership of Institution of Surveyor (India).</p> <p><i>Desirable:</i></p> <p>(i) A Degree in Law from a recognised University.</p> <p>(ii) Two years executive experience in Estate Management, Valuation or Land Records in an Industrial/Commercial/Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No How-ever, Diploma from a recognised University/Institution is essential.</p> <p>(c) No</p>	Two	<p><i>Up to 21st Aug. 2012</i></p> <p>By Direct Recruitment - 33 1/3 %</p> <p>By Promotion 66 2/3%.</p> <p><i>After 21st Aug. 2012</i></p> <p>By Direct Recruitment - 66 2/3 %</p> <p>By Promotion 33 1/3%.</p>	<p>Promotion from Asst. Secretary (Jr./Dy. Chief Acctt. (Sr)-II in the scale of pay of ` 8600-14600 with three years regular service in the grade</p> <p>OR</p> <p>from Class-III employees in the scale of pay of ` 6170-11975 in the discipline of Estate Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.</p>	

11	Sr. Assistant Estate Manager	1	Class I	10750- 300- 16750	Selection 35	<i>Essential:</i> (i) Degree with a Post Graduate Degree/Diploma in Architecture/Town and Country Planning or Degree in Civil Engg. from a recognized University/Institution or Corporate Membership of Institution of Surveyor (India) (ii) Seven years executive experience in Estate Management, Valuation or Land Records in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) No How- ever, Dip- loma from a reco- gnized Univer- sity/Insti- tution is essential. (c) No	Two	By promotion, failing which by absorption/deputation, failing both by direct recruitment	Promotion from Asst. Estate Manager Gr.I in the scale of pay of ` 9100-15100 with five years regular service in the grade failing which Asst. Estate Manager Gr. I in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of ` 9100-15100 and ` 8600- 14600 in the discipline of Estate Division. Absorption/deputation will be of officers holding analogous posts or Asst. Estate Manager Gr.I or equivalent posts in the discipline of Estate Division in the scale of pay of ` 9100-15100 with five years regular service in a Major Port Trust.
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OR

from Class III employees in the scale of pay of ` 6170-11975 in the discipline of Estate Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
12	Law Officer Grade-I	I	Class I	9100-250-15100	Selection 30	Essential:	(i) A Degree in Law from a recognized University. <i>Desirable:</i> (i) Two years executive experience in a Legal Establishment of an Industrial/Commercial/ Govt. Undertaking. (ii) Post Graduate Degree in Law from a recognized University.	(a) No (b) Yes (c) No	Two	Up to 21st Aug. 2012 By Direct Recruitment -33 1/3 % By Promotion 66 2/3%. After 21st Aug. 2012 By Direct Recruitment -66 2/3 % By Promotion 33 1/3%.	Promotion from Law Officer Gr.II in the scale of pay of ` 8600-14600 with three years regular service in the grade OR from Class III employees in the scale of pay of ` 6170-11975 in the discipline of Legal Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.	
13	Sr. Asst. Secretary (Public Relations)	I	Class I	10750-300-16750	Selection 35	Essential:	(i) Degree of a recognized University. (ii) Degree or Diploma in Public Relations/ Journalism from a recognised University/Institution. (iii) Five years experience in Officer Cadre in Public Relation Work in Port/public Sector/Reputed Public Ltd. Company.	(a) No (b) Yes (c) No	Two	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Asst. Secretary Gr.I/Asst. Secretary Gr.I (O.L)/Welfare Officer/Asst. Estate Manager Gr.I/Law Officer Gr.I in the pay scale of ` 9100-15100 with five years regular service in the grade failing which Asst. Secretary Gr.I/Asst. Secretary Gr.I (O.L)/ Welfare Officer/Asst. Estate Manager Gr.I/Law Officer Gr.I, in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay ` 9100-15100 and	

Desirable:

- (i) Post Graduate Degree/Diploma in Business Administration.
- (ii) Knowledge of Computer Packages.

、 8600-14600 in the respective discipline of Genl. Admn. Deptt. Absorption/deputation will be of officers holding analogous posts or post of Asst. Secretary Gr. I/Asst. Secretary Gr. I(O.L)/Welfare Officer/Asst. Estate Manager Gr. I/Law Officer Gr.I, in the scale of pay 、 9100-15100 with five years regular service in the grade in a Major Port Trust.

14	Asst. Secretary Gr. I (Official Language)	1	Class I	9100- 250- 15100	Selection	30	<i>Essential:</i>	(a) No	2	By promotion	Promotion from Hindi
							(i) Masters Degree in Hindi with English as Subject at the Degree level or Masters Degree in English with Hindi as a subject at the Degree level	(b) Yes		failing which by absorption/	Translators with 5 years experience.
							(ii) Five years experience of terminological work in Hindi and translation work from English to Hindi and vice versa preferably of technical and scientific literature with at least 2 years experience in a Supervisory position.	(c) As in Col. No. 12.		deputation, failing both by direct recruitment.	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<i>Desirable</i>					
							(i) Knowledge of the Official Language Act and Rules framed there under.					
							(ii) Administrative Experience.					
							(iii) Experience in organising Hindi Classes or Workshop for noting and drafting.					
							(iv) Post Graduate Diploma in Translation.					
							(v) Knowledge of Malayalam.					
15	Assistant Director (Research)	1	Class I	9100-250-15100	Selection	30	<i>Essential:</i>	(a) No	Two	<i>Up to 21st Aug. 2012.</i>	Promotion from Research Officer in the pay scale of ` 8600-14600 with three years regular service in the grade.	
							(i) Degree in Economics or Statistics or Mathematics from a recognized University/Institution.	(b) Yes		By Direct Recruitment-33 1/3%		
							<i>Desirable:</i>	(c) No.		By Promotion-66 2/3%.	OR	
							(i) Two years executive experience in collection, compilation and interpretation of data or in conducting field surveys, investigations etc.			<i>After 21st Aug. 2012</i>	Promotion from Class III Employees in the Scale of pay of ` 6170-11975 in the respective discipline of P & R Division with five years regular service in the grade where there are no Class II posts in the scale of pay of ` 8600-14600 in that discipline.	
							(ii) Knowledge of computer operations.			By Direct Recruitment-66 2/3%		
							(iii) Post Graduate Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized University institution.			By Promotion 33 1/3%.		

16	Deputy Director (Research)	1	Class I 10750-300-16750	Selection	35	<i>Essential:</i> (i) Degree in Economics or Statistics or Mathematics from a recognized University/Institution. (ii) Five years executive experience in planning or in collection, compilation and interpretation of data or in conducting field surveys, investigations etc.	(a) No (b) Yes (c) No	Two	By promotion failing which by absorption/deputation failing both by direct recruitment.	Promotion from Asst. Director (Research) in the pay scale of ` 9100-15100 with five years regular service in the grade failing which from Asst. Director (Research) in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of ` 9100-15100 and ` 8600-14600 in the respective discipline of P & R Division.	Existing post of S & RO redesignated as Dy. Director (Research)
						<i>Desirable:</i> (i) P G Degree diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University/Institution. (ii) Knowledge of computer operations.				Absorption/Deputation will be of Officers holding analogous posts or Asst. Director (Research)/Asst. Director (EDP) and other equivalent posts in the scale of pay of ` 9100-15100 with five years regular service in the grade in P & R Division in a Major Port Trust.	
17	Senior Deputy Director (Research)	1	Class I 13000-350-18250	Selection	40	<i>Essential:</i> (i) Degree in Economics or Statistics or Mathematics from a recognized University/Institution.	(a) No (b) Yes (c) No	Two	By promotion failing which by absorption/deputation failing both by direct recruitment.	Promotion from Dy. Director (Research) in the pay scale of ` 10750-16750 with four years regular service in the grade failing which from Dy. Director (Research) in the scale of pay of ` 10750-16750 with two years	Existing post of Dy. Director (P & R) redesignated as Sr. Dy. Director (Research)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							(ii) Nine years executive experience in planning or Collection, Compilation & interpretation of data or in conducting field surveys, investigations etc.				regular service in the grade and a combined regular service of nine years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of P & R Division.	
							(iii) Knowledge of computer operations.				Absorption/Deputation will be of Officers holding analogous posts or Dy. Director (Research)/Dy. Director (EDP) and other equivalent posts in the scale of pay of ` 10750-16750 with four years regular service in the grade in P & R Division in a Major Port Trust.	
							<i>Desirable:</i>					
							(i) Post Graduate Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized University/Institution.					
							(ii) Knowledge of computer operations.					

Finance Department

1	Accounts Officer Grade I	6	Class I	9100-250-15100	Selection	30	<i>Essential:</i> Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accountants of India.	(a) No (b) No However, a Degree from a recognized University is essential.	Two Year	<i>Up to 21st Aug. 2012</i> By Direct Recruitment -33 1/3 % By Promotion 66 2/3%.	Promotion from Accounts Officer Gr. II/Dy. Chief Accountant (Sr.)-II/Asst. Secretary (Jr.) in the scale of pay of ` 8600-14600 with three years regular service in the grade	Existing posts of Dy. Chief Accountant (Sr.) I in the scale of pay of ` 910015100 redesignated as Accounts Officer Gr.I.
							<i>Desirable:</i> Two years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/Commercial/ Govt. Undertaking.	(c) No	<i>After 21st Aug. 2012</i> By Direct Recruitment -66 2/3 % By Promotion 33 1/3%.	OR		

From Class-III employees in the scale of pay of ` 6170-11975 in the respective discipline of Finance Dept./General Administration Department with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.

2	Sr. Accounts Officer	2	Class I	10750-300-16750	Selection	35	Essential:	(a) No (b) No However, a Degree from a recognized University is essential (c) No	Two Years failing which by absorption/deputation, failing both, by direct recruitment.	Promotion from Accounts Officer Gr. I in the scale of pay of ` 9100-15100 with five years regular service in the grade failing which Accounts Officer Grade I in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay ` 9100-15100 and ` 8600-14600 in respective discipline of Finance Dept. Absorption/Deputation will be of officers holding analogous posts or post of Accounts Officer Gr. I in the scale of pay of ` 9100-15100 with five years regular service in the grade in a Major Port Trust.	One post will be operated as Sr. Accounts Officer (Costing).
							(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.				
							(ii) Five years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/Commercial/Govt. Undertaking.				

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Deputy Chief Accounts Officer	1	Class I	13000-350-18250	Selection	40	<p><i>Essential:</i></p> <p>(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India</p> <p>(ii) Nine years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/Commercial/Govt. Undertaking</p>	<p>(a) No</p> <p>(b) No. However, a Degree from a recognized University is essential</p> <p>(c) No</p>	Two years	By promotion failing which by absorption/deputation, failing both by direct recruitment	Promotion from Senior Accounts Officer in the scale of pay of ` 10750-16750 with four years regular service in the grade, failing which Senior Accounts Officer in the scale of pay of ` 10750-16750 with two years regular service in the grade and combined regular service of nine years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of Finance Dept.	
4	Senior Deputy Chief Accounts Officer	1	Class I	16000-400-20800	Selection	42	<p><i>Essential:</i></p> <p>(i) Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accountants of India.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	N.A	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment	For absorption through Composite Method, Officers holding analogous posts OR Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. in the scale of pay of ` 13000-18250 with 3 years regular service in the grade of ` 13000-18250 in a Major Port Trust or Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. with two years regular service in the grade and a	

- (ii) Twelve years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/Commercial/ Govt. Undertaking.
- combined regular service of seven years in the scale of pay of ` 10750-16750 and ` 13000-18250 in the respective discipline of the Finance Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding posts of Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. in the scale of pay of ` 13000-18250 in Govt./Semi Govt./PSU's or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACR's will not be below "Very Good".

5	Financial Advisor and Chief Accounts Officer (Cat II Ports)	Class I HOD	18500-450-23900	Selection	45	Essential:	(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India	(a) No (b) Yes (c) No	N.A	By absorption through composite method failing which by deputation and failing both by direct recruitment	For absorption through Composite Method, Officers holding analogous posts or Officers holding posts in the scale of pay of ` 17500-22300, with two years regular service in the grade or officers holding posts in the scale of pay of ` 16000-20800 with three years regular service in the grade in the Finance Dept. of a Major Port Trust will be eligible.
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							(ii) Fifteen years experience in Executive Cadre in the field of Finance, Accounting in an Industrial/Commercial/ Govt. Under taking				For deputation, Officers holding analogous posts or officers holding posts of Senior Dy. Chief Accounts Officer and equivalent posts in the Finance Dept. in the scale of pay of ` 16000-20800 and above in Govt./Semi Govt./PSUs or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
6	Asst. Director (EDP)	2	Class I	9100-250-15100	Selection	30	Essential: (i) Degree in Computer Engineering/Computer Science from a recognized University/Institution. OR Degree in Mathematics/Statistics/Operational Research/Economics/with P.G. Diploma in Computer Applications/Computer Science/I.T from a recognized University/Institution	(a) No (b) Yes (c) No	Two	Up to 21st Aug. 2012 By Direct Recruitment 33 1/3 % By Promotion 66 2/3 % After 21st Aug. 2012 By Direct Recruitment 66 2/3 % By Promotion 33 1/3 %.	Promotion from Programmer in the scale of pay of ` 8600-14600 with three years regular service in the grade or promotion from Class III employees in the scale of pay of ` 6170-11975 in the respective discipline of EDP/P&R Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.	The existing post of Analyst Programmer is redesignated as Asst. Director (EDP)

OR

Degree in Engineering with P.G diploma in Computer applications/ Computer Science/ I.T from a recognized University/ Institution.

Desirable:

(i) Post Graduate Degree in Maths/Statistics/ Operational research/ Economics or P.G. Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or I.T or Computer application or Business Admn. (P.G. degree / Diploma) with specialization in systems or Information systems or

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							MIS or Information Technology and allied subjects from a recognized University/Institution. (ii) Two years experience in Programming/ Electronic Data Processing/ Systems Analysis etc.					
7	Deputy Director (EDP)	2	Class I	10750-300-16750	Selection	35	<p><i>Essential:</i></p> <p>(i) Degree in Computer Engineering/ Computer Science from a recognized University/Institution.</p> <p>OR</p> <p>Degree in Mathematics/ Statistics/ Operational Research/ Economics with P.G. Diploma in Computer Applications/ Computer Science/ I.T from a recognized University/Institution.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	By promotion failing which by absorption/ deputation failing both by direct recruitment	<p>Promotion from Asst. Director (EDP) in the scale of pay of ` 9100-15100 with five years regular service in grade failing which Asst. Director (EDP) in the scale of pay of ` 9100-15100 with two years regular service in the, grade and a combined regular service of eight years in the scales of pay of ` 9100-15100 and ` 8600-14600 in the respective discipline of EDP/P&RDiv.</p> <p>Absorption/deputation will be of officers holding analogous posts or Assistant Director (EDP)/Assistant Director (Research) and other equivalent posts in the scale of pay of ` 9100-15100 with 5 years regular service in the grade in EDP/P&R Division in a Major Port Trust.</p>	

OR

Degree in Engineering with P.G. Diploma in Computer applications/ Computer Science/ I.T from a recognized University/ Institution.

- (ii) Five years experience in Programming/ Electronic Data Processing/ System Design & Analysis and related fields.

Desirable:

- (i) Post Graduate Degree in Maths/ Statistics/ Operational research/ Economics or P.G. Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or I.T. or Computer

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<p>application or Business Admn. (PG Degree/Diploma) with specialization in systems or Information systems or MIS or Information Technology and allied subjects from a recognized University/Institution.</p>					
8	Senior Deputy Director (EDP)	1	Class I	13000-350-18250	Selection	40	<p><i>Essential:</i></p> <p>(i) Degree in Computer Engineering/Computer Science from a recognized University/Institution.</p> <p>OR</p> <p>Degree Mathematics/Statistics/Operational Research/Economics/with PG Diploma in Computer Applications/Computer Science/ I.T. from a recognized University/Institution.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	By promotion failing which by absorption/deputation failing both by direct recruitment	<p>Promotion from Deputy Director (EDP) in the scale of pay of ` 10750-16750 with four years regular service in the grade failing which Deputy Director (EDP) in the scale of pay of ` 10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of EDP. Absorption/Deputation will be of officers holding analogous posts or Deputy Director (EDP)/Deputy Director (Research) and other equivalent posts in the scale of pay of ` 10750-16750 with four years regular service in the grade EDP/P&R division in a Major Port Trust.</p>	

OR

Degree in
Engineering
with P.G
Diploma in
Computer
Applications/
Computer
Science/ I.T
from a recog-
nized University/
Institution.

(ii) Nine years
experience in
Programming/
Electronic Data
Processing/
System Design &
Analysis and
related fields.

Desirable:

Post Graduate
Degree in
Maths /
Statistics/
Operational
research/
Economics or
P.G. Degree in
Computer
Science or
Computer
Engineering or
Systems or
Information
Systems or

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<p>MIS or I.T or Compu ter application or Bus iness Admn. (PG de gre e / Diploma) with specialization in systems or Information systems or MIS or Inform ation Technology and allied subjects from a recognized University/ Institution.</p>					
Marine Department												
1	Pilot	11	Class I	14500- 350- 18700	N.A.	40	<p><i>Essential:</i> (i) Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India.</p> <p>(ii) One year post qualification experience as Master/Chief Officer of a foreign going ship.</p>	N.A.	2	By Direct recruitment	N.A.	

2	Harbour Master	1	Class I	17500-400-22300	Selection	45	(i)	Must hold a Certificate of Competency as Master of foreign going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping. Govt. of India	(a) No (b) Yes (c) No	N.A.	By Absorption through composite method failing which by deputation and failing both by direct recruitment	For absorption by composite method, Officers holding analogous posts or Pilots in the scale of pay ` 14500 - 18700 and above with 5 years regular service in the grade in a Major Port are eligible. For deputation Officers holding analogous posts or holding Pilots posts and its equivalent deck side post with experience as mentioned above in Govt./ PSUs/ Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below “Very Good”.	The present incumbent is in the scale of ` 18500-450-23900	
							(ii)	Must hold Pilot license and have 6 years experience either as Master of Foreign going ship or in Piloting or cumulative.						
3	Deputy Conservator	1	Class I	18500-450-23900	Selection	48	(i)	Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India	(a) No (b) Yes (c) No	N.A.	By Absorption through composite method failing which by deputation and failing both by direct recruitment	For absorption by composite method, Officers holding analogous posts or holding posts of Harbour Master in the scale of pay 17500-22300 with 2 years regular service in the grade in a Major Port Trust will be eligible. For deputation Officers holding analogous posts or holding posts of Harbour Master and its equivalent deck side post in the scale of pay ` 17500-22300 and		

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							(ii) Must hold Pilot license and have 8 years experience either as Master of Foreign going ship or in Piloting or cumulative.				above with two years regular service in the grade in Govt./Semi Govt./PSUs/Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	
4	Marine Engineer	12	Class I	14500-350-18700	N.A.	40	(i) MOT I Class Motor Certificate issued under Merchant Shipping Act 1958 (ii) One year post Qualification experience as Chief Engineer/2 nd Engineer on board a foreign going ship.	N.A.	2	By direct recruitment	N.A.	
5	Dy. Marine Engineer	1	Class I	10750-300-16750	N.A.	35	(i) MOT II Class Motor Certificate issued under Merchant Shipping Act 1958. (ii) Two years experience as Independent Watch Keeping Engineer on board a foreign going ship.	N.A.	2	By direct recruitment	N.A.	

6	Sr. Deputy Marine Engineer	1	Class I	13000-350-18250	Selection	Not exceeding 40	(i) MOT II Class Motor Certificate issued under Merchant Shipping Act 1958. (ii) Six years experience as Independent Watch Keeping Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/deputation failing both by direct recruitment	Promotion from post of Dy. Marine Engineer in the scale of pay of ` 10750-16750 with four years regular service in the grade. Absorption/deputation will be of officers holding analogous post or Officers in the post of Dy. Marine Engineer in the scale of pay of ` 10750-16750 in any Major Port Trust.	
7	Sr. Marine Engineer/Chief Engineer Marine Vessel	1	Class I	16000-20800	Selection	44	(i) MOT I Class Motor Certificate issued under Merchant Shipping Act 1958. (ii) Four years experience as Chief Engineer or 5 years combined experience as Chief Engineer and 2 nd Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	N.A.	By promotion or by absorption (*) through composite method failing which by deputation from other Government organisation and failing both by direct recruitment.	Promotion from the post of Chief Engineer or Marine Engineer in the scale of pay of ` 14500-18700 with 4 years regular service in the grade. Absorption through composite method will be of officers holding analogous posts or officers with 4 years regular service in the post of Marine Engineers in the scale of pay of ` 14500-18700 in a Major Port Trust. For deputation officers holding analogous posts or officers holding post of Marine Engineers and its equivalents in Marine Engineering side in the scale of pay of ` 14500-18700 with 4 years regular service in the grade in Govt./PSUs/Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	(*) Applicable to cases where the post is considered as Dy. HOD viz. one level below the HOD.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
8	Marine Engineering Superintendent	1	Class I	17500-22300	Selection	48	(i) MOT I Class Motor Certificate issued Under Merchant Shipping Act 1958 (ii) Five years experience as Chief Engineer on board a foreign going ship	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by deputation from other Government organization and failing both by direct recruitment.	For absorption through composite method, officers holding analogous post or holding the post of Chief Engineer Marine (Vessel)/Sr. Marine Engineer in a Major Port Trust in the scale of pay of ` 16000-20800 with 1 year regular service in the grade will be eligible. For deputation officers holding analogous posts or officers holding post of Sr. Marine Engineer/Chief Engineer Marine (Vessel) and its equivalent post in Marine Engineering side in the scale of pay ` 16000-20800 with 1 year regular service in the grade in Govt./ PSUs/Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
9	Dock Master (Tanker Terminals)	1	Class I	17500-400-22300	Selection	45	(i) Must hold a certificate of Competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification	(a) No (b) Yes (c) No	2 (for direct recruit- ts)	Promotion failing which by absorption/deputation/ failing both by direct recruitment	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption/deputation, Officers holding analogous posts or Pilots in the scale of pay ` 14500-18700 with 5 years regular service in the grade in a Major Port Trust are eligible.	

recognised by the Ministry of Shipping, Govt. of India.

(ii) Must hold Pilot license and have 5 years experience either as Master of Foreign going ship or in Piloting or cumulative.

(iii) Experience in handling large tankers and Crude Oil Washing process (COW)

10	Manager (Marine Pollution Control)	1	Class I	17500-400-22300	Selection	45	(i)	Must hold a certificate of competency as Master of foreign going ship issued by the Ministry of shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping. Govt. of India	(a) No (b) Yes (c) No	2 (for direct recruits)	Promotion failing which by absorption/deputation/ failing both by direct recruitment.	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption/deputation, Officers holding analogous posts or Pilots in the scale of pay ` 14500-18700 with 5 years regular service in the grade in a Major Port are eligible.
							(ii)	Must hold Pilot license and have				

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							5 years experience either as Master of Foreign going ship or in Piloting or cumulative.					
							(iii) Experience in handling large tankers and Crude Oil Washing process (COW).					
11	Dredger Commander	4	Class I	14500-350-18700 for Master FG holders	Selection	45	Certificate of Competency as Master Foreign Going holder with Experience as Chief Officer for at least 6 months OR Certificate of Competency as Dredger Master Gr. I with 2 years Experience on Dredgers OR Certificate of Competency as Master NCV with 2 years Experience on Dredgers OR Officers who held the post of Lt. Commander in the executive branch of the Indian Navy with at least 7 years sea service	Age: No Qln: Yes Exp: Yes	2	Promotion failing which by absorption/ deputation/ failing both by direct recruitment.	Promotion, from the grade of Master Tugs with Master (NCV) with 3 years experience or Chief Officer or Mate (FG) with experience of five years.	

12	Dredging Master (Mobile Dredger)	1	Class I	9100- 250- 15100 for 1st class Inland Masters	Selection	35	Master (NCV) certificate or 1st class Inland Masters Certificate issued by the MMD (a) with S.S.L.C. (b) three years experience in Dredging/Tugs as at col.8	Age: No Qln: Relaxa ble to 1st class Inland certificate holders with experience as at col.8	Promotion failing which by absorption/ deputation/ failing both by direct recruitment	Transfer from Master Tugs promotion from Inld Masters/ Navigation Masters (1st Cl.) /Junior Master of Tugs
13	Master Tugs	3	Class I	10750- 300- 16750 for those with Master (NCV) Certificate 9100- 250- 15100 for those with Inland Certificate	Selection	35	Certificate of Competency as Master (NCV) or that of Mate of a Foreign going ship	Age: No Qln: Yes Exp: No	Promotion failing which by absorption/ deputation/ failing both by direct recruitment	Promotion from Junior Master of Tugs with 7 years experience on Tugs of 1000 BHP or above
14	Chief Fire Cum Asst. Safety Pollution Control Officer	1	Class I	9100- 250- 15100	Selection	35	(i) B.Sc. With, Chemistry as one of the subjects (ii) Training in Divisional Officer's course at the National fire	Age: No Qln: Yes Exp: No	promotion failing which by absorption/ deputation/ failing both by direct recruitment	Promotion from Fire Officer/Safety Inspector with 5 years regular service in that post. Knowledge of local language preferable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							service college, Nagpur/B.E. (Fire Engg.).					
							(iii) 5 years experience in Industrial fire service not below the rank of station Officer.					
							(iv) Vision normal in both eyes Colour vision is essential and wearing of glasses is not permissible except to employee of age over 40.					
							(v) Must possess valid driving license for heavy motor vehicle					
							<i>Desirable:</i> Knowledge of local language.					
15	Surveyor/ Hydro-graphic Surveyor	1	Class I	9100- 250- 15100	Selection	35	Diploma in Civil Engineering with 5 Years experience in Marine Survey	Age: No QIn: Yes Exp: Yes	2	Promotion failing which by absorption/ deputation/ failing both by direct recruitment	Promotion from Marine Surveyor	Senior

16	Chief Engineer	5	Class I	14500-350-18700	Selection	40	Ist Class MOT Certificate of Competency	Age: No 2 QIn: Yes Exp: As in Col.12	promotion failing which by absorption/ deputation/ failing both by direct recruitment	Promotion from Marine Engineer with 3 yrs. Regular service in the grade.	
17	Asst. Exe. Engineer (Ele.) Marine	1	Class I	9100-250-15100	Selection	35	Degree in Ele. Engg. Or equivalent with 3 yrs. experience on Floating Craft or experience as Chief Ele. Artificer (Power) of Indian Navy.	(a) No 2 (b) Relaxation to Diploma Holders (c) As in Col. 12	promotion failing which by absorption/ deputation/ failing both by direct recruitment	Promotion from Jr. Engineer Gr.I (Ele.) with 6 yrs. Experience in the grade in Floating Crafts.	
1	Asst. Traffic Manager Grade-I	5	Class I	9100-250-15100	Selection	30	<i>Essential:</i> (i) A Degree from a recognized University <i>Desirable:</i> Two years executive experience in Shipping/ Cargo Operations/ Railway Transportation in an Industrial/ Commercial/ Govt. Undertaking.	(a) No Two (b) Yes (c) No	Up to 21st Aug. 2012 By Direct Recruitment 33 1/3 % By Promotion 66 2/3%. After 21st Aug. 2012 By Direct Recruitment- 66 2/3 % By Promotion- 33 1/3 %.	Promotion from Asst. Traffic Manager Grade II /Wharf Supdt. in the scale of pay of ` 8600-14600 with three years regular service in the grade OR from Class-III employees in the scale of pay of ` 6170 11975 in the respective discipline of Traffic Dept., with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline:	(i) The existing post of Asst. Traffic Manager re-designated as Asst. Traffic Manager Grade I

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Senior Asst. Traffic Manager	4	Class I	10750-300-16750	Selection	35	<p><i>Essential:</i></p> <p>(i) A Degree from a recognized University</p> <p>(ii) Five years experience in Shipping/ Cargo Operations/ Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	By Promotion failing which absorption/ Deputation failing both by direct recruitment.	Promotion from Asst. Traffic Manager Grade I in the pay scale of ` 9100-15100 with five years regular service in the grade failing which Asst. Traffic Manager Grade-I in the scale of pay of ` 9100-15100 with two years regular service in the grade and combined regular service of eight years in the scales of pay ` 9100-15100 and ` 8600-14600 in the respective discipline of the Traffic Department.	(i) Existing post of Dy. Traffic Manager and marketing Officer redesignated as Senior Asst. Traffic Manager
3	Deputy Traffic Manager	2	Class I	13000-350-18250	Selection	40	<p><i>Essential:</i></p> <p>(i) A Degree from a recognized University</p> <p>(ii) Nine years experience in Shipping/ Cargo Operations/ Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Senior Asst. Traffic Manager in the scale of pay of ` 10750-16750 with four years regular service in the grade failing which from Senior Asst. Traffic Manager in the pay scale of ` 10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of the Traffic Department.	Existing post of Addl. Traffic Manager redesignated as Deputy Traffic Manager

Absorption/Deputation will be of officers holding analogous posts or post of Sr. Asst. Traffic Manager in the scale of pay of ` 10750-16750 with four years regular service in a Major Port Trust.

4	Senior Deputy Traffic Manager	1	Class I	16000-400-20800	Selection	42	Essential: (i) A Degree from a recognized University (ii) Twelve years experience in Shipping Cargo Operations/Railway Transportation in executive cadre in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) Yes (c) No	N.A.	By Absorption through composite method failing by deputation from other Govt. Organizations and failing both by direct recruitment.	For absorption. through composite method, Officers holding analogous posts or post of Dy. Traffic Manager and equivalent posts in the respective discipline in Traffic Dept in the scales of pay of ` 13000-18250 with three years regular service in the grade in a MPT OR Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic dept. with two years regular service in the grade AND a combined regular service of seven years in the pay scales of ` 13000-18250 and ` 10750-16750 in the respective discipline of the Traffic Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding post of Dy. Traffic Manager and equivalent posts in respective discipline of Traffic dept. in the pay scale of ` 13000-18250 in Govt./ Semi Govt./PSUs or Autonomous Bodies with three years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Traffic Manager (Category II Ports)	1	Class I HOD	18500- 450- 23900	Selection	45	<p><i>Essential:</i></p> <p>(i) A Degree from a recognized University</p> <p>(ii) 15 years experience in Shipping/ Cargo Operations/ Railway Transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	N.A.	By Absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or Officers holding posts in the scale of pay of ` 17500-22300 with 2 years regular service in the grade or officers holding posts in the scale of pay of ` 16000-20800 with 3 years regular service in the grade in the Traffic Dept. of a Major Port Trust will be eligible.	
											For Deputation, Officers holding analogous posts or officers holding posts of Senior Dy. Traffic Manager and equivalent posts in the Traffic Dept in the scale of pay of ` 16000- 20800 and above with three years regular service in the grade in Govt./Semi Govt./PSUs or Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
6	Welfare Officer	1	Class I	9100- 250- 15100	Selection	30	<p><i>Essential:</i></p> <p>(iv) A Degree from a recognized University</p> <p>(v) Degree / Diploma in Social Science from a recognized University/ Institution</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Two	<p><i>Up to 21st Aug. 2012</i></p> <p>By Direct Recruitment- 33 1/3 %</p> <p>By Promotion 66 2/3%.</p> <p><i>After 21st Aug. 2012</i></p> <p>By Direct</p>	Promotion from Asst. Welfare Officer/ Sports Officer in the scale of pay of ` 8600-14600 with 3 years regular service in the grade OR from Class-III employees in the scale of pay of ` 6100-11975 in the respective discipline of Pers. & I.R. Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.	

- (vi) Knowledge of Local Language.
Desirable:
 T w o y e a r s experience as a Labour Welfare Officer Industrial Relations Officer in an Industrial/ Commercial/ Govt. undertaking.
- Recruitment- 66 2/3%
 By Promotion 33 1/3 %
Note:
 Promotion will be on the basis of a written test and a viva voce.
- Promotion from Asst. Welfare Officer/ Sports Officer in the scale of pay of ` 8600-14600 with 3 years regular service in the grade OR from Class-III employees in the scale of pay of ` 6100-11975 in the respective discipline of Pers. & I.R. Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.

Machanical Engineering Department

1	Assistant Executive Engineer (Mechanical/ Electrical/ Electronics and Communication)	9	Class I	9100-250-15100	Selection	30	<i>Essential:</i> (iv) D e g r e e o r equivalent in Mechanical/ Electrical Electronics and Communication Engineering from a recognised university/ Institution. <i>Desirable:</i> Two years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b) No. However a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential. (c) No	<i>Up to 21st Aug. 2012</i> By Direct Recruitment 33 1/3 % By Promotion 66 2/3%. <i>After 21st Aug 2012</i> By Direct Recruitment 66 2/3% By Promotion 33 1/3 %	Promotion from Asst. Engineer in the scale of pay of ` 8600-14600 with three years regular service in the grade or from Class III Employees in the scale of Pay of ` 6170-11975 in the respective discipline of Mechanical and Electrical Engineering Department with five years regular service in the grade where there are no Class II posts in the scale of ` 8600- 14600 in that discipline.	(i) One post has been allotted to Safety Officer with separate Recruitment Rule. (ii) One post has been allotted to Welfare Officer with separate Recruitment Rule. (iii) Mechl-5 posts Electrical-3 posts Electronics and Communication)-1 post
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Executive Engineer (Mechanical/Electrical/Electronics and Communication)	7	Class I	10750-300-16750	Selection	35	<p><i>Essential:</i></p> <p>(i) Degree or equivalent in Mechanical/Electrical/Electronics and Communication Engineering from a recognised university/Institution.</p> <p>(ii) Five years experience in relevant discipline in executive cadre in an Industrial/Commercial/Govt.undertaking</p>	<p>(a) No. (b) No. However a Diploma in Engineering in the relevant discipline from a recognised university/institution is essential. (c) No.</p>	2	By promotion failing which by absorption/deputation failing both by direct recruitment	Promotion from Asst. Exe. Engineer / Safety Officer in the scale of pay of ` 9100-15100 with 5 years regular service in the grade, failing which from Assistant Executive Engineer in the scale of pay of ` 9100-15100 with 2 years regular service in the grade and a combined regular service of eight years in the scale of pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scale of pay of ` 9100-15100 and ` 8600-14600 in the respective discipline of M&E Engg. Deptt. Or Diploma Engrs in the scale of pay of ` 8600-14600 with eight . years of regular service in the grade where the pay scale of ` 9100-15100 does not exist in that discipline. Absorption/deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Trust.	Mechl-4 posts Electrical/Electronics and Communication)-3 posts
3	Superintending Engineer (Mechanical/Electrical/Electronics and Communication)	5	Class I	13000-350-18250	Selection	40	<p><i>Essential:</i></p> <p>(i) Degree or equivalent in Mechanical/Electrical/Electronics and Communication Engineering from a</p>	<p>(a) No. (b) No. However a Diploma in Engineering in the relevant discipline from a</p>	2	By promotion failing which by absorption/deputation failing both by direct recruitment	Promotion from Marine Engineer with MOT Ist Class/ Executive Engineer in the scale of pay of ` 10750-16750 with 4 years regular service in the grade, failing which Executive. Engineer in the scale of pay of ` 10750-16750 with 2 years regular service in the grade and a combined regular service of	(i) Mechl-4 posts Electrical/Electronics and Communication)-1 post (ii) The existing post of Mechl. Supdt./ Asst. Mechl.

4	Deputy Chief Mechanical Engineer	2	Class I	16000-400-20800	Selection	42	<i>Essential:</i> (i) Degree or equivalent in Mechanical/ Electrical/ Electronics/ Electronics and Communication Engineering from a recognised University/ Institution. (ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	recognised university/ institution is essential. (c) No.	N.A.	By Absorption through composite method failing which by deputation from other Govt. Organizations failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or the post of superintending Engineer and equivalent posts in the respective discipline of M&E Engg. Deptt. In the scale of pay of `13000-18250 with three year regular service in the grade in the respective discipline in a Major Port Trust or Supdtg. Engr. and equivalent post in the respective discipline of M&E Engg. Deptt. with two years regular service in the grade and a combined regular service of seven years in the scales of pay of `10750-16750 and `13000-18250 in the respective discipline in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officer holding post of Supdtg. Engr. and equivalent post in	Mechl-1 posts Electrical/ Electronics and Communication-1 post																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											the respective discipline of M&E Engg. Dept. in the scale of pay of ` 13000- 18250 with three years regular service in the grade in the respective discipline in Govt./PSUs/ Autonomous Bodies etc. will be eligible. The selection is by merit for which the benchmark in overall grading in ACR will not be below 'Very Good'.	
5	Chief Mechanical Engineer (Category-II Ports)	1	Class I	18500-450-23900	Selection	45	<p><i>Essential:</i></p> <p>(i) Degree or equivalent in Mechanical/ Electrical/ Electronics and Communication Engineering/ Naval Architecture from a recognised university/ Institution.</p> <p>OR</p> <p>MOT 1st Class Motor Certificate issued under Merchant Shipping Act 1958.</p> <p>(ii) Fifteen years experience in managerial capacity</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	N.A.	By absorption through composite method holding analogous posts or Officers holding posts in the scale of pay of `17500-22300 with two years regular service in the grade or officers holding the posts in the scale of pay of `16000-20800 with three years regular service in the grade in the M&E Engg. Dept and Marine Dept (applicable to categories of Marine Engineers only) in a Major, Port Trust will be eligible.		
											For deputation, Officers holding analogous posts or officers holding post of Dy. Chief Mechanical Engineer and equivalent posts in the Mech. & Elect. Engg. Deptt. in the scale of pay of ` 16000-20800 and above with 3 years regular service in the grade in Govt./PSUs/ Autonomous Bodies will be eligible.	

The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "very good".

dealing with Mechanical/Electrical/Marine Electronics Engineering works, out of which 8 years experience shall be in workshops undertaking maintenance of cargo handling equipments/Electrical Installations/Ship Repairs in any Major Port Trusts/Industrial/Commercial/ Govt. Undertaking

6	Assistant Materials Manager Gr-I	1	Class I	9100-250-15100	Selection	30	Essential:	(a) No	2	Up to 21st Aug. 2012 By Direct Recruitment 33 1/3 % By Promotion 66 2/3%. After 21st Aug. 2012 By Direct Recruitment 66 2/3% By Promotion-33 1/3 %	Promotion from Asst. Materials Manager Grade II/ Asst. Controller of Stores/ Asst. Engineer (Mechl.) in the scale of pay of ` 8600-14600 with three years regular service in the grade or from Class-III employees in the scale of pay of ` 6170- 11975 in the respective discipline of MM Divn. with five years regular service in the grade where there are no Class II posts in the pay scale of ` 8600-14600 in that discipline.
							(i) Degree or equivalent in Mechanical/ Electrical Engineering from a recognised University/ Institution.	(b) No			
							Desirable:	However a Diploma in relevant discipline from a recognised university/ institution is essential.			
							(i) Post Graduate Degree/ Diploma in	(c) No			

Desirable:

Post Graduate
Degree /
Diploma in
Materials
management
from a recog-
nized
University/
Institution.

Diploma Engrs in the scale of pay of ` 8600-14600 with 8 years regular service in the grade where the pay scale of ` 9100-15100 does not exist in that discipline.

Absorption/deputation will be of Officers holding analogous posts or feeder posts with 5 years regular service in the grade in a Major Port Trust.

8	Senior Dy. Materials Manager	1	Class I	13000- 350- 18250	Selection	40	<i>Essential:</i>	(a) No.	2	By promotion	Promotion from Dy.
							(i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/Institution.	(b) No. However a Diploma in relevant discipline from a recognised university/institution is essential.		failing which by absorption/deputation failing both by direct recruitment	Materials Manager in the scale of pay of ` 10750-16750 with four years regular service in the grade, failing which from Executive Engineer (Mech/Electrical) in the scale of pay of ` 10750-16750 with 4 years regular service in the grade failing both Dy. Materials Manager/Executive Engr. (Mech/Electrical) with two years regular service in the grade and a combined regular service of 9 years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of MM Divn/M&E Engg. Dept will be eligible.
							(ii) Nine years experience in executive cadre in the field of Materials Management/Mechanical Engineering. / Electrical Engg. in an Industrial/Commercial/Govt. under-taking.	(c) No.			Absorption/deputation will be of Officers holding analogous posts or feeder posts with 5 years regular service in the grade in a Major Port Trust.

Desirable:

Post Graduate
Degree /
Diploma in
Materials
management
from a recog-
nized
University/
Institution.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
9	Safety Officer	1	Class I	9100-250-15100	Selection	30	<p><i>Essential:</i></p> <p>(i) Degree or equivalent in Mechanical/ Electrical Engineering from a recognised University/ Institution.</p> <p>(ii) Diploma or higher qualification in Industrial Safety or equivalent recognised by the Central Government.</p> <p>(iii) Two years experience in relevant discipline in supervisory capacity in an Industrial/ Commercial/ Govt. undertaking.</p> <p>(iv) Adequate knowledge of the language spoken by majority of the workers in the Port.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) Yes</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Assistant Engineer (Mech) / (Elec) in the scale of pay of ` 8600-1460 with 3 years regular service in the grade, failing which from AE (M) with 2 years regular service in the grade and 3 years regular service in immediate lower grade.	

10	Welfare Officer	1	Class I	9100-250-15100	Selection	30	<i>Essential:</i> (vii) A Degree from a recognized university. (viii) Degree/Diploma in Social Science from a recognized University/Institution (ix) Knowledge of Local Language. <i>Desirable:</i> Two years experience as a Labour Welfare Officer/Industrial Relations Officer in an Industrial/Commercial/Govt. Undertaking.	(g) No (h) Yes (i) No	Two	<i>Up to 21st Aug. 2012</i> By Direct Recruitment-33 1/3 % By Promotion 66 2/3 %. <i>After 21st Aug. 2012</i> By Direct Recruitment-66 2/3 % By Promotion-33 1/3 %. <i>Note:</i> Promotion will be on the basis of a written test and a viva voce.	Promotion from Asst. Welfare Officer/Sports Officer in the scale of pay of ` 8600-14600 with 3 years, regular service in the grade OR from Class-III employees in the scale of pay of ` 6100-11975 in the respective discipline of Pers. & I. R. Division with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.
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Civil Engineering Department

1	Assistant Executive Engineer (Civil)	12	Class I	9100-250-15100	Selection	30	<i>Essential:</i> Degree or equivalent in Civil Engg. from a recognised University/Institution. <i>Desirable:</i> Two years experience in executive cadre in Planning/Construction/Design/Maintenance preferably of Port and Marine Structures in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) No, however a Diploma in Civil Engg. from a recognised University/Institution is essential (c) No	2	<i>Up to 21st Aug. 2012</i> By Direct Recruitment-33 1/3 % By Promotion 66 2/3 %. <i>After 21st Aug. 2012</i> By Direct Recruitment-66 2/3 % By Promotion 33 1/3 %.	Promotion from Asst. Engg. (Civil) in the scale of ` 8600-14600 with three years, regular service in the grade or from Class-III employees in the scale of pay of ` 6170-11975 in the respective discipline of Civil Engg. Dept. with five years regular service in the grade where there are no Class-II posts in the pay scale of ` 8600-14600 in that discipline.
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Executive Engineer (Civil)	8	Class-I	10750-300-16750	Selection	35	(i) Degree equivalent in Civil Engg. from a recognized University/Institution (ii) Five years experience in executive cadre in Planning/Construction/Design/Maintenance preferably of Port and Marine Structures in an Industrial/Commercial/Govt. Undertaking	(a) No (b) No, however a Diploma in Civil Engg. from a recognized University/Institution is essential (c) No	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Asst. Exe. Engineer (Civil) in the scale of pay of ` 9100-15100 with five years regular service in the grade failing which Asst. Exe. Engineer (Civil) in the scale pay of ` 9100-15100 with two years regular service in the grade and a combined regular service of eight years in the scales of pay of ` 9100-15100 and ` 8600-14600 in the respective discipline of Civil Engg. Dept. Absorption/Deputation will be of Officers holding analogous posts or feeder posts with experience as mentioned above in a Major Port Trust.	Existing post of Dy. Chief Engineer in the pay scale of ` 13000-18250 will be redesignated as Supdtg. Engineer (Civil)
3	Superintending Engineer (Civil)	3	Class -I	13000-350-18250	Selection	40	(i) Degree equivalent in Civil Engg. from a recognized University/Institution (ii) Nine years experience in executive cadre in Planning/Construction/Design/Maintenance preferably of Port and Marine Structures in an Industrial/Commercial/Govt. Undertaking	(a) No (b) No, however a Diploma in Civil Engg. from a recognized University/Institution is essential (c) No	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Exe. Engineer (Civil) in the scale of pay of ` 10750-16750 with four years regular service in the grade failing which Exe. Engineer in the scale pay of ` 10750-16750 with two years regular service in the grade and a combined regular service of nine years in the scales of pay of ` 10750-16750 and ` 9100-15100 in the respective discipline of Civil Engg. Dept. Absorption/Deputation will be of Officers holding analogous posts or feeder posts with experience as mentioned above in a Major Port Trust.	Existing post of Dy. Chief Engineer in the pay scale of ` 13000-18250 will be redesignated as Supdtg. Engineer (Civil)

4	Dy. Chief Engineer (Civil)	2	Class-I	16000-400-20800	Selection	42	(i) Degree or equivalent in Civil Engg. from a recognised University/Institution (ii) Twelve years experience in executive cadre in Planning/Construction/Design/Maintenance preferably of Port and Marine Structures in an Industrial/Commercial/Govt. Undertaking	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by post of Superintending Engineer and equivalent from other posts in the respective discipline of Civil Engg. organisations and failing by both direct recruitment	For absorption through composite method, Officers holding analogous posts or by post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of ` 10750-16750 and ` 13000-18250 in the respective discipline of Civil Engg. Deptt. in a Major Port Trust will be eligible.
										For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Dept. in the scale of pay of ` 13000-18250 with 3 years regular service in the grade in Govt./PSUs/Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below “very good”.	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Chief Engineer (Category-II Ports)	1	Class- I	18500- HOD 23900	Selection 450-	45	(i) Degree equivalent in Civil Engg. from a recognised University/ Institution (ii) Fifteen years experience in executive cadre in Planning/ Construction/ Design/Mainte- nance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by deputation failing both by direct recruitment	For absorption through composite method, Officers holding analogous posts or officers holding posts in the scale of pay of ` 17500- 22300 with 2 years regular service in the grade or Officers holding posts in the scale of pay of ` 16000- 20800 with 3 years regular service in the grade in the Civil Engineering Dept. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or officers holding post of Dy. Chief Engineer and equivalent post in the Civil Engg. Dept. in the scale of pay of ` 16000-20800 and above with 3 years regular service in the grade in Govt./ PSUs/Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "very good".	Deputation will normally be for a period of 3 years and in any case, not to exceed 5 years
1	Dy. Chief Vigilance Officer	1	Class I	13000- 350- 18250	Selection	N.A.	N.A.	N.A.	2	By the composite method of promotion/ deputation/ transfer	Promotion/deputation/transfer Officers holding analogous posts or officers holding posts in the pay scale of 10750-16750 with 4 years of regular service in the grade failing which officers of a combined regular service of 9 years in the scales of pay of ` 10750-16750 & ` 9100-15100 in any Major Port Trusts/Central Govt./ State Govt./Semi-Govt./Public Sector Undertakings or Autonomous Bodies. Preference will be given to the persons having experience in Vigilance work.	

2	Chief Vigilance Officer	1	Class I	18500-450-23900	Selection NA	N.A.	N.A.	By deputation of Officers of All India/ Central Services	Officers who are eligible for appointment at the level of Deputy Secretary/Director in the Govt. of India	Deputation tenure as per guidelines issued by CVC/DOP& T
Medical Department										
1	Medical Officer	6	Class I	9100-250-15100	Not applicable	35	Essential: (i) MBBS Degree from a recognized university or for Medical Officer (Dental), BDS degree of a recognised university. (ii) One year experience in a hospital, after completion of internship of one year.	By direct recruitment	Not applicable	Existing post of Asst. Medical Officer in the pay scale of 9100-15100 re-designated as Medical Officer
<i>Desirable:</i> A post graduate medical degree from a recognised university										
2 (a)	Senior Medical Officer (General duty)	3	Class I	10750-300-16750	Selection	40	Essential: (i) MBBS Degree from a recognised university or for Medical Officer (Dental), BDS degree of a recognised university.	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Medical Officer in the scale of pay of 9100-15100 with 5 years regular service in the grade. Absorption/deputation will be of officers holding analogous posts or feeder post with 5 years experience in the grade in a Major Port Trust	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							(ii) 5 years experience in a hospital after completion of internship of one year.					
							<i>Desirable:</i> A post graduate medical degree from a recognised university .					
2 (b)	Senior Medical Officer (Specialist)	2	Class I	10750-300-16750	NA	40	<i>Essential:</i> (i) MBBS Degree from a recognised university or for Senior Medical Officer (Dental), BDS degree of a recognised university. (ii) A post graduate medical degree in the specified speciality from a recognised university. (iii) Post Qualification experience of 3 years in a hospital, in the relevant field of specialization.	Not applicable	2	By direct recruitment	Not applicable	In the first instance, Medical Officers having post-graduate qualification in the relevant field will be considered for appointment, failing which, the post will be filled by advertisement
3 (a)	Dy. Chief Medical Officer (General duty)	1	Class I	13000-350-18250	Selection	42	<i>Essential:</i> (i) MBBS Degree from a recognised university or for Dy. Chief Medical Officer (Dental), BDS degree of a recognised university.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	Promotion from Senior Medical Officer (G.D) in the scale of pay of ` 10750-16750 with 4 years regular service in the grade failing which Senior Medical Officer (G.D) with 2 years regular service in the scale of pay of ` 10750-16750 and a	

<p>(ii) 9 years experience in a hospital, after completion of internship of one year.</p> <p><i>Desirable:</i></p> <p>A post graduate medical degree from a recognised university .</p>			<p>42</p> <p>Selection</p>	<p>Class-I ` 13000-350-18250</p>	<p>3 (b) Dy. Chief Medical Officer (Specialist)</p>	<p>combined regular service of 9 years in the scale of pay of ` 9100-15100 and ` 10750-16750.</p> <p>Absorption/deputation will be of officers holding analogous posts or feeder post with 4 years experience in the grade in a Major Port Trust.</p> <p>By promotion failing, which by absorption/deputation, failing both by direct recruitment.</p> <p>(a) No (b) Yes (c) No</p> <p><i>Essential:</i></p> <p>(i) MBBS Degree from a recognised university.</p> <p>(ii) A post graduate medical degree in the specified speciality from a recognised university</p> <p>(iii) Post qualification experience of 7 years in a reputed hospital, in the relevant field of specialisation.</p> <p>Promotion from Senior Medical Officer (Specialist) in the scale of pay of ` 10750-16750 with 4 years regular service in the grade failing which Senior Medical Officer (General duty) with post graduate qualification in the relevant field and 4 years regular service in the grade.</p> <p>Absorption/deputation will be of officers holding analogous posts or holding the post of Senior Medical Officer (Specialist) in the scale of pay of ` 10750-16750 with 4 years regular service in the grade in a Major Port Trust.</p> <p>Existing post of Asst. Chief Obstetrician.- & Gynaecologist redesignated as Dy. Chief Medical Officer (Specialist).</p>
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Sr. Dy. Chief Medical Officer	2	Class-I	16000-400-20800	Selection	45	<p><i>Essential:</i></p> <p>(i) MBBS Degree from a recognised university.</p> <p>(ii) A post graduate medical degree in the specified speciality from a recognised university</p> <p>(iii) Post qualification experience of 10 years in a hospital, in the relevant field of specialization.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	NA	<p>By absorption through composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment</p>	<p>For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in medical department in the scale of pay of ` 13000-18250 with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in medical department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of ` 10750-16750 and ` 13000-18250 in specialist cadre of medical department in a Major Port Trust will be eligible.</p> <p>For deputation, officer holding analogous posts or holding posts of Dy. Chief Medical Officer (Specialist) and equivalent specialist posts in the scale of pay of ` 13000-18250 in medical department in a Govt./ Semi Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in over all grading in the ACRs will not be below "very good".</p>	

5	Chief Medical Officer (Category-II posts)	I	Class-I	` 18500-450-23900	Selection	50	<i>Essential:—</i> (i) MBBS Degree from a recognised university. (ii) A post graduate medical degree from a recognised university (iii) Post qualification experience of 13 years in a hospital, in the relevant field of specialization.	(a) No (b) Yes (c) No	NA	By absorption through composite method failing which by deputation and failing both by direct recruitment	For absorption through composite method, officers holding analogous posts or holding posts in the scale of pay of * ` 17500-22300 with 2 years regular service in the grade or officers holding posts in the scale of pay of ` 16000-20800 with 3 years regular service in the grade in the medical department in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officers holding posts of Sr. Dy. Chief Medical Officer and equivalent specialist posts in the scale of pay of ` 16000-20800 and above in medical department with 3 years regular service in the grade in Govt./Semi-Govt./PSUs or autonomous bodies will be eligible. The selection is by merit for which the bench mark in over all grading in the ACRs will not be below “very good”.
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Foot Note:—

The Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 1964, GSR No. 314 dt. 24-2-1964, were published in the Gazette vide GSR No. 314 dt. 24-2-1964 and subsequently amended vide:—

1. MOST's Notification No. P/510/70 dt. 15-1-1971.
2. MOST's Notification No. Bd-127/67 dt. 23-10-1973.
3. MOST's Notification No. P/52/72 dt. 23-10-1973.
4. MOST's Notification No. P/OM/189/72 dt. 27-6-1974.
5. MOST's Notification No. P/216/74 dt. 1-2-1975.
6. MOST's Notification No. PEX/56/77 dt. 19-9-1977.
7. GSR No. 1343 dt. 8-10-1977.
8. MOST's Notification No. PEX(45)/78 dt. 13-9-1978.
9. GSR No. 1169 dt. 23-9-1978.
10. GSR No. 929(E) dt. 2-7-1986.
11. MOST's Notification No. PW/PER-24/85 dt. 2-7-1986.
12. GSR No. 799(E) dt. 31-8-1989.
13. MOST's Notification No. PR.-19024/1/86-PE (Volume-III) dt. 31-8-1989 (GSR 799-E).
14. GSR No. 397(E) dt. 2-4-1992.
15. GSR No. 7167(E) dt. 5-8-1992.
16. GSR No. 347(E) dt. 30-3-1993.
17. GSR No. 347(E) dt. 30-3-1993.
18. GSR No. 58(E) dt. 3-3-1994.
19. GSR No. 135(E) dt. 15-3-1995.
20. GSR No. 758(E) dt. 17-11-1995.
21. GSR No. 80(E) dt. 8-2-1996.
22. GSR No. 157(E) dt. 29-3-1996.
23. GSR No. 36(E) dt. 27-1-1997.
24. GSR No. 349(E) dt. 17-6-1998.
25. GSR No. 640(E) dt. 23-10-1998.
26. GSR No. 122(E) dt. 18-2-1999.
27. GSR No. 689(E) dt. 8-10-1999.
28. GSR No. 757(E) dt. 5-11-1999.
29. GSR No. 5(E) dt. 31-12-1999.
30. GSR No. 229(E) dt. 7-3-2000.
31. GSR No. 254(E) dt. 22-3-2000.
32. GSR No. 652(E) dt. 7-8-2000.
33. GSR No. 180(E) dt. 8-3-2002.

The Cochin Port Trust (Recruitments of Heads of Departments) Regulations, 1991 were published in the Extraordinary Gazette of India vide GSR No. 200(E) dt. 3-4-1991 and subsequently amended vide:—

1. GSR No. 645 (E) dt. 19-9-1995.
2. GSR No. 290 (E) dt. 18-4-2002.
3. GSR No. 876 (E) dt. 7-11-2003